

OTHER PROBLEM AREAS

INTRODUCTION

In the opinion of the writer, the preceding two sections *Growth and Decline of Ceramic Engineering Education* and *Growth of Keramos* present problems of such magnitude as to dwarf all else. That they were not apparent 15-20 years ago does not mean the causes were not present.

The title of this section has been chosen to underscore the feeling that nothing reaches the Board of Directors that does not seem to be a problem — some large, some small, some as a single occurrence, some recurring — all vexing. It should be added that most problems have been solved. Nevertheless it is possible that in some instances the members grew weary of the subject and let it drop — many problems are recurring. Several deserve to be recorded here.

MISSION OF KERAMOS

The mission seems so completely straightforward that it is hard to believe that it has been discussed and written about ad infinitum. The 1932 constitution¹ states, "Its principal object is to promote and emphasize scholarship and character in the thoughts of ceramic students, to stimulate mental achievement, and to promote interest in ceramic art, technology and engineering. As secondary objects, it seeks to bind more closely the alumni to their Alma Mater and to the alumni of other universities and colleges having schools, departments, or divisions of Ceramics and Ceramic Engineering and to furnish an additional tie of college friendship."

The Articles of Incorporation of Keramos² March, 1960 carries a slight change in the first sentence quoted above. It reads, "To promote and emphasize scholarship and character in the thoughts of ceramic students, to stimulate mental *development*, and to promote interest in the *professional aspects* of ceramic technology and engineering." The italicized words represent changes and the word *art* was omitted.

J. I. Mueller^o, then Grand President, wrote to the Chapter presidents (December 7, 1959) "I personally feel that to live up to the standards set by the founders, we should engage in a more active way in the interests of our profession."

Beginning with the May 27, 1963 issue of *Keragram*³ its masthead has carried a condensed statement "The purpose of this fraternity shall be to provide recognition, distinction and honor to those persons in ceramics whose scholarship and character qualifies them for such honor." With approval (April 20, 1964) by amendment to the bylaws and specific authorization of the Board, the fraternity's motto "Through Fire to Perfection" was added to the Feb. 15, 1965 issue. This version has continued in use.

In 1966, then National President, Gilbert C. Robinson^{o4} spelled out the purposes and functions of Keramos as he saw them. He stated,

"Keramos is unique among ceramic organizations on both the student and professional level" "The distinct functions of Keramos are honor, service, character, scholarship and promotion." By honor he did not mean in the sense of an "honorary" fraternity but that anyone, student or professional man, is honored to receive an invitation to membership. Subsequent National Presidents have stated their views, often in somewhat different language but with essentially the same meaning.

Professional Versus Honorary. No National President, at least as far as the records show, has ever advocated or intimated that Keramos was an honorary fraternity.* Each has asserted in no uncertain terms that Keramos is a *professional* fraternity. Perhaps former president Robert J. Beals^o expressed it most forcefully in his address to the 1968 Convocation, "Keramos is, and should be, a professional fraternity, dedicated to the development of scholarship and professional interest in the field."

As National President, Ralston Russell, Jr.^o vigorously promoted a plan of stressing "PROFESSIONALISM AND SERVICE as desirable hallmarks of student chapters."⁵ He strongly urged a cooperative effort with NICE, "serving as its campus agency and providing professionally oriented service to the students." This latter effort has not been particularly fruitful, although subsequent officers have tried to advance the idea. It is by no means dead — it is probable that something will come of this effort.

If all of the national officers favored a *professional* rather than an *honorary* fraternity, why then is the matter so frequently a subject of presidential verbiage? It is because of a provision in the eligibility rules as stated in the 1932 constitution and as modified by the 1960 bylaws.

ELIGIBILITY

In the section, *Introduction*, certain aspects concerning the confusion between honorary societies (fraternities) and professional were presented. It was summed up in the sentence, "Their (professional fraternities) goal is not so much an award for achievement as a banding together of persons of common professional goals and high expectations of service and achievement in their professional life after leaving the campus."

The Grade Point Average Requirement. The basic active Keramos membership eligibility requirement is that the student must have been registered in a technical ceramic program. However, in addition is the stipulation of a minimum 2.2 grade point average (GPA) — (based on A = 4, B = 3, C = 2, D = 1). The 1932 constitution⁶ contains an added stipulation of a sliding scale of minimal requirements varying with the number of students in the same class. The 1960 bylaws⁷ maintained the minimum 2.2 GPA, eliminated the sliding scale and added the proviso "that each chapter has the privilege of increasing the minimum requirements."

* This statement is not to be construed to mean that other officers did prefer an honorary status. The president is the spokesman of the organization and has the greater opportunity to enunciate policy statements.

The GPA provision introduces an element, albeit small, of an honorary fraternity. Around this point has raged some of the fraternity's first class verbal donnybrooks. The most intense, and at times amusing, controversy began with a letter from Prof. A. S. Watts° to Grand President Raymond E. Birch° raising several points and relating that, though some chapters operated on a 2.2 GPA, 2.6 was required at Ohio State. A controversy developed over whether or not the sliding scale or a single value of GPA should be adopted. This simmered along, but surprisingly no serious move was made to amend the constitution.

The Virginia Chapter was chartered on March 2, 1940, resulting in five chapters; two small (N.C. and Va.) and three large (Ill., N.Y. and Ohio). As the controversy warmed up an alignment of small versus large developed. The Iowa State Professional Ceramic Engineering Fraternity applied for a charter in February, 1941, which, if granted, would add a third small chapter. This action triggered a full-blown controversy. Letters flew back and forth. The number of people involved became so great that Greaves-Walker° in replying to one of Watts' letters (May 7, 1941) carried a distribution list of 13 recipients and was mimeographed because of the office equipment limitations of the times. Despite the heat of the letters, they continued to address each other by first name or nickname. Within the following weeks tempers began to cool. Further cooling was achieved by the soothing ministrations of Lane Mitchell°, M. E. Holmes°, and R. F. Sherwood°. Very shortly the sixth chapter's affirmation was received and the Iowa Chapter was installed.

As earlier reported in the section *Early History*, no agreement could be reached on several items, including the matter of eligibility. A special committee was appointed consisting of C. W. Parmelee°, Illinois, W. C. Bangs, N. C. State, R. R. Rhodes, Ohio State, and Meridith Barton, Alfred. Their report recommended the eligibility requirements as stated in the 1932 constitution. It was not what the Illinois Chapter had recommended. It is probable that it was that of Beta Pi Kappa as later Greaves-Walker noted that Beta Pi Kappa got everything but the name. Unfortunately no copies of the Beta Pi Kappa constitution and bylaws seem to exist.

In the course of several letters Greaves-Walker stated his views. In a Nov. 1, 1937, letter to the Executive Council he wrote, "Based on experience, it is my firm belief that the requirements should not be too high and yet we cannot afford to open the door to 'C' students in the larger departments." A letter (May 6, 1941) to then Grand President R. F. Sherwood "...it was always the idea ... to admit those students who promised success in industry, not just those who were high scholarship men in college." In a letter (May 12, 1941) to R. M. King° he wrote, "The two small chapters *are not contending for the present sliding scale of admission grades*. They are only insisting that the present minimum be retained until they are strong enough to raise it to 2.5. We would agree to changing the constitution to the 2.2 requirement for all chapters. Again, I say, from

experience, that a chapter of less than five cannot successfully exist."

The 1960 Articles of Incorporation and Bylaws were largely the responsibility of the writer. The reasoning behind the rules as stated therein was: 1. Many students were in college because their parents ordered it. In many cases, though emotions are varied, the net result was to skate along above and below the "C" average, dropping out and returning. Until they discover the object and desirability of education, they would not enhance Keramos or its objectives. 2. The GPA should be low enough to permit any reasonable, serious student having the other attributes to be admitted, remembering that promise of success after graduation and a probable contribution to the profession are key elements. 3. The individual chapters have control by setting their own requirements at or above the 2.2 minimum.

It was thought that the matter had been settled for all time to come, but it all popped up again in the late 1950s. This time the New York Chapter, by far the largest, wanted to raise the requirements. It appears that they looked upon Keramos as an honorary fraternity. Later discussions, particularly as recorded in the April 23, 1960 minutes of the Executive Council, disclosed that the College of Engineering prohibited all engineering honorary fraternities with the exception of Tau Beta Pi. Therefore, if Keramos became an honorary fraternity, the chapter would be closed. That seemed to end the matter, at least at the time of this writing.

Eligibility of Women. It would appear that the first inquiry concerning the eligibility of women for membership was contained in a letter from William J. Knapp (Nov. 11, 1938) then President of the New York Chapter to Greaves-Walker. He wrote seeking advice "to the chapter" on the "possibility of election of women members...." In reply, Greaves-Walker, who was then Grand Herald, stated, "Keramos has never had the question come up before. The constitution says nothing about sex and I am sure there was no intention of those drawing it up to bar any young lady who could qualify. In my opinion it is entirely up to your chapter as to whether you wish to set a precedent by electing the young lady to membership." Who was first is left to someone else to determine. Most certainly they are not excluded now.

ORGANIZATIONAL AUTHORITY

The Chapters. Each of the chapters went through a preliminary state where a group of technical ceramic students came together, with or without faculty advisors present, and decided to organize. A constitution and bylaws were drawn and officers elected. Most universities require administrative approval of any student organization. In later years the local units were formed with the intent of joining Keramos. To expedite chartering, their constitution and bylaws were written to conform to those of Keramos. A petition for charter was then submitted to the national officers and the election and installation scheduled.

National Organization. As previously related, both of the original

fraternities, i.e., Keramos of Illinois and Beta Pi Kappa of North Carolina, strove to gain additional chapters so they might become "National." Both succeeded in gaining the adherence of one chapter; Ohio by Illinois and New York by North Carolina. These four merged in 1932 to form the present Keramos. Authority for operation was largely their own business in those less complicated and unrestricted days. It is traditional in this country for all organizations to regularize their operations by means of a rigid constitution and by the more flexible secondary rules, bylaws. Thus one of the early actions of a group is to draw up and validate these rules.

A substitute for a constitution is the granting of a charter by a state which, in the case of Keramos, is termed "Articles of Incorporation, a Non-Profit Corporation." This is a simple document giving the organization's name, a statement of purpose, listing the class or classes of members, a legal address (within the chartering state), the names and addresses of directors, a statement that no profit shall inure to the benefit of any member or individual, the disposition of assets if dissolved, and the name of the corporate agent at the time of application. With a corporate charter, all details of operation contained in the bylaws are also submitted to the chartering state.

For convenience, further discussion of this subject is deferred briefly to permit an examination of the relationships between chapters and the national organization.

Ultimate Authority. Very briefly, the ultimate authority for the control and management of the fraternity has never been nor is ever expected to be a problem. Briefly, it lies in the hands of the active student members. The chapter delegates have the only right of suffrage at national business meetings and the biennial convocations at which basic decisions are made as well as the election of the national officers. The national bylaws provide that, "In the intervals between annual meetings all executive power ... shall be vested in a Board of Directors (formerly the Executive Council) who shall conduct the business and affairs"

From the foregoing, it is apparent that *ultimate authority* does rest with the students. The problem lies in getting the student members to exercise this authority. If the alumni and/or honorary members exercise undue authority, except as elected national officers (see earlier section, *Faculty Influence*), it is because the students have abdicated their rights. It is recognized that the transient nature of the students versus the permanence of the faculty and other alumni members tends to preclude effective and continuous leadership by the actives. It is indeed fortunate that all of the alumni leaders have been dedicated to the protection of student interests.

INCORPORATION

The Fraternity has been incorporated under the laws of two different states, Illinois and North Carolina, at different periods.

Purpose. In law, a corporation is an "organization enjoying legal

personality for the purpose of carrying on certain activities. Most corporations are businesses for profit"⁸ Others are "charitable, cooperative, municipal and religious." These latter are usually non-profit corporations. In the United States the state legislatures are chief authorities for granting charters. The corporation assumes a "legal personality." "As a legal person the corporation continues in existence when the organizers lose their connection with it. In most cases its liability is limited to the assets it possesses and creditors may not seize property of persons associated with the corporation"

Since the adoption of income tax laws by the federal government and most of the states, many non-profit corporations have applied for and gained non-tax status. The advantages of incorporation are obvious.

Illinois Incorporation. Greaves-Walker's History of Keramos⁹ contains the statement, "In 1924 Keramos was incorporated under the laws of Illinois to provide satisfactorily for expansion." Over the years the corporate status of the fraternity was not questioned. From World War II onward income and its tax became increasingly everyone's concern. Though the fraternity's finances were painfully meager, it was not surprising that at an Executive Council Meeting (May 17, 1959)¹⁰ President J. I. Mueller raised the question of Keramos "status with respect to the Internal Revenue (Service)...." None of those present knew; nor did anyone know the Fraternity's corporate status. Had the latter been brought up the next morning at the Keramos Advisors' Breakfast Meeting, C. M. Dodd^o could have given the answer. Part of the difficulty was not having any idea of what to look for nor in what time period.

There ensued quite a search focused mainly on the records of the ceramic departments of Illinois and North Carolina State, two of the more likely sources. A. I. Andrews^o, past president, had also written an inquiry to the Illinois Secretary of State receiving the advice that no corporation of the name of Keramos was in their records. In acknowledging Dr. Andrews's letter, mention was made that, "while secretary I think I went through all the old files but possibly I may have missed this. Perhaps Bill Smothers, who now has them, might make a search" On this indirect suggestion Smothers^o did make a search and found that the corporation had dissolved. For the beginning of our incorporation story, we must go back 36 years.

When the copy of the Illinois Chapter minutes became available it was found that on October 11, 1923,¹¹ in connection with revisions of the constitution, President Fred S. Markert^o appointed Rangwald S. Olsen to take charge of incorporation. No reason for incorporation was recorded. Later it was learned from C. E. Parmelee¹² (Pres. 1924-25) that "...Keramos Fraternity was incorporated ... on May 31, 1924. It was signed by F. S. Markert as President, C. B. Tuthill, Secretary and Treasurer, and S. Q. Lee, Vice President."

Apparently with the conclusion of the merger of Beta Pi Kappa and Keramos in 1932, no one thought to inform the State of Illinois. On January

10, 1936, the Illinois Secretary of State wrote to Keramos at Urbana giving notice that the corporate laws had been amended and that all corporations must file annual reports. Norman Schoepel, Secretary-Treasurer of the Illinois Chapter forwarded the material to F. L. Steinhoff°, the then Grand President, who in turn forwarded it to C. M. Dodd, then Grand Secretary with the comment, "...I am under the impression that we need pay no attention to it because as far as I know Keramos is not incorporated, unless Professor (Ralph K.) Hursh°, when he was secretary, did incorporate" Obviously Steinhoff, a 1916-17 member of Illinois Keramos was unaware of the 1923-24 incorporation. On that basis and because Keramos was a new entity Dodd proceeded into an exchange of letters with the Secretary of State resulting in the later instituted friendly "Dissolution" on December 21, 1936. That was that.

Returning to the Executive Council meetings of May 17 and 18, 1959 and the start of the above related journey into the past, the meeting discussions centered around the needs and suggestions for revisions of the constitution and bylaws. Past President Koenig° and Vice President Kriegel° were given the task of working out the details of recommended revisions. It was agreed that the two, plus President Mueller, would meet on July 25 for this purpose. On June 2, Koenig wrote that he would be away the last two weeks in July and suggested that the revisions be handled by mail.

North Carolina Incorporation. With Koenig's suggested procedure and being discouraged over finding the corporate status of the fraternity, Kriegel consulted with his personal attorney concerning the problems at hand. When he learned (Smothers' letter of June 18) that the incorporation of the fraternity had been dissolved, he wrote (June 26) to the other members of the Council that the North Carolina corporate laws had been revised favorably to non-profit corporations, directors need not be residents of N.C., the proposed constitutional changes should be reviewed at the same time, and "if the executive council would care to have me undertake this job, I will be pleased to do so."

Two weeks later Koenig sent to the members of the Executive Council a draft of the constitution which consisted mainly of deletions. Three weeks following (Aug. 7) he submitted a second draft incorporating suggestions made by Smothers, S. R. Scholes° and Kriegel.

On November 2, Mueller wrote the other members of the Council (Koenig, Smothers, Scholes and Mitchell) that he was instructing Kriegel "to take the necessary steps to hire an attorney to investigate the incorporation situation ... and to report to the Executive Council as soon as possible." On December 7 he forwarded to the chapters the revision of the constitution and bylaws completed by Koenig. December 10 Kriegel wrote to the Executive Council the results of conferences with the attorney and it appeared that Keramos could qualify as a nonprofit corporation. Authorization was requested from each Council member. Apparently a majority were affirmative; however, the only record is a letter from Mueller to

Kriegel with copies to the Executive Council (Dec. 22), "... I personally feel it is very necessary (to incorporate) and that action should be taken post-haste."

April 1, 1960 Kriegel forwarded a copy of the Articles of Incorporation to the members of the Executive Council with the information that a preliminary submission to the North Carolina Department of Revenue had ruled a tax-free and no-annual-report status. Kriegel also forwarded a rewrite of the "constitution" and requested permission to send it to chapters.

The Articles of Incorporation and Bylaws were approved by the Executive Council on April 23, 1960. The principal business of the Convocation held that same day was the approval of the "Kriegel revision," i.e., the incorporation and accompanying bylaws. These were to be sent to the chapters for approval (3/4 affirmative vote of members of 3/4 of the chapters). A motion was passed that any chapter vote not received by January 1, 1961, would be counted as an affirmative vote.

Kriegel delayed sending the new bylaws to the chapters until February 9, 1961, awaiting confirmation of a final ruling on exemption from federal taxes. The chapter deadline was set forward to April 1, 1961. On that date it was ruled as having passed. The vote was four affirmative, one negative and seven affirmative by default.

Tax Exemption. As a direct result of the incorporation a nonprofit tax exempt status was established. There was a lot more involved than the writing of those few words.

The North Carolina tax exemption was approved April 13, 1960, but the Federal situation was something else. After five groups of letters and forms the Regional Internal Revenue Service (IRS) office in Greensboro forwarded the papers on to IRS-Washington. After several responses to that office, one of which contained 18 pages of enclosures, we were finally notified (Feb. 20, 1961) that Keramos was granted tax-exempt status as an organization described as a "club organized and operated exclusively for pleasure, recreation, and other nonprofit purposes ..." contrary to our application as an educational organization. In view of all the service work Keramos members had accomplished, this Federal decision provided a sense of injured pride. The stipulation that gifts would not constitute a tax deduction for the donor was also a serious setback. It would appear the examiner did not wish to reverse his preliminary finding. Thus it was felt that it would be best to let the matter rest for the time being.

The ruling stipulated that each chapter and the national office must make an annual report. Immediately, a request was made to permit the national office to render one consolidated annual report. This request was granted.

A few years later, J. I. Mueller, then General Secretary, reopened that case and an educational status was granted on March 3, 1965 which permits tax deductions to donors of contributions and gifts made to the Fraternity.

It is the author's hope that the foregoing, though detailed, has proven of interest to the reader for it forms the basis of the Fraternity's financial well-being.

COMMUNICATIONS

My ever-handly dictionary defines communication as "1. The act of communicating; transmission. 2. The exchange of thoughts, messages, or the like, as by speech, signals, or writing." When plural it takes on the added meaning of, "the means of communicating." It is in these several senses that this subject is approached.

The Need. As has been earlier stated the ultimate authority in Keramos has been placed in the hands of the active (student) members operating through the chapters. In every sense, Keramos is a democracy. How well it functions as such depends in large part on the interests and actions or inaction of the individual or the collection of individuals — the chapters. In illustration of this point return to the very important matter of the authentication of the Fraternity's charter (articles of incorporation and bylaws). *Approval was by default.* Because of the exigencies, real or imagined, the national officers felt impelled to act — certainly on behalf of the membership. Granted that situation was not improved by the IRS delays, nevertheless, authorization by default hardly constituted a vote of confidence. It was within the power of the chapters to take action, for or against, under a rule voted by their own delegates. No action on the part of the constituents tends to weaken and eventually destroys democracy.

In order to make considered judgments and intelligent decisions, the means of gaining information becomes essential. Through communication information is gained and disseminated. Personal, face-to-face communication is very limited in an organization such as Keramos. Chapters have eight mandatory meetings a year, one each month, October-May. The members are in almost daily contact yet to transact chapter business a meeting must be scheduled. Special meetings are exceptional.

By virtue of the fraternity's constitution and bylaws, the chapters direct and control the national officers and delegate authority to them. The direct control, prior to 1964, could be exercised only every two years by their delegates at the biennial convocations. Since 1964 the odd year business meetings give the chapters an annual opportunity for control. In both instances, they must operate through their two delegates. Similarly, the national officers have infrequent meetings, usually just before and after the annual meetings of the chapters. Thus other means of communication have been used.

The Means. In the earlier years of the fraternity, correspondence, usually typewritten and delivered through the mails, was the standard method of communication other than face-to-face conversations. Multiple

copies (usual limit about six) were made as carbon copies.* The limitations are apparent. If more copies were needed other than multiple typings, some duplicating machines, such as mimeograph and later "Ditto," were used. Much more recently the more sophisticated copying devices, such as "Xerox," have become office appliances.

As before stated, correspondence via the mails was standard procedure. Only in an extreme crisis situation was telegraph used. To telephone was unthinkable. Economics dictated. For many years letter postage was two to three cents against several dollars for a telephone call. Widespread telephonic communication is a very recent development.

For less personal communications with wider distribution, formal and informal publications of various sorts, conferences and workshops were used.

The Problem. It has been intimated that communication has been and is a problem in Keramos. It goes much further — it is a major problem in all areas of human relationship. Here we will limit consideration to Keramos.

It would seem reasonable to assume that there exists essentially complete and perfect communication within the chapter, certainly in all but the largest. Communication between other elements of the Fraternity must be rated fair to poor to none. Between chapters there has been very little exchange. The annual meeting provides the chief vehicle for exchange, and many chapters have found this to be an important "get together."

Communication between national officers and chapters usually takes the form of directives and requests for action and/or information. From the viewpoint of the chapters, these things are usually demanding of their time and are frequently looked upon as being a nuisance. The time delay between receipt and chapter meetings can be a part of the problem, but more often it is the tendency to procrastinate to the point it is forgotten. To the national officer who is trying to accomplish some task, compile a report, or even to execute a mandate from the active members, this treatment by the chapters is source of annoyance and frustration. Only recently has it occurred to the author that much good probably could be achieved by the development of a rapport between "opposite numbers" (i.e., national officers and chapter officers), also between officers of the various chapters. Time is a consideration.

Communication between the national officers can be labeled fair to good but not consistently good. The preponderant number of national officers are and have been from the academic ranks. Academics as a class seem to have quite different work habits than persons in other pursuits. Most have a tendency to put things aside for later, deeper consideration rather than a perhaps less complete but immediate decision. If one were

* The file copies were usually made on low-quality paper; those older than 20 years having become quite fragile. In reviewing old files for this history literally hundreds of yards of 3M Company's "Magic Transparent Tape" were used to reinforce the edges of many.

less charitable, one could call it procrastination. Under whichever name, the piles of set-aside items grow. There is no lack of good intentions but how to overcome these barriers to efficient communication at an economical cost remains a problem. The one-to-one contact works. Perhaps for the present, the telephone is the answer.

RITUAL

There is no other single item of the Fraternity's business that has received so much attention as the Ritual. It is an ever recurring problem which results in seemingly endless discussions. Perhaps the differences of opinions are bound into man's interest and beliefs in mysticism.

Prior to Merger. Each of the two merging fraternities had their own ritual. Even Delta Phi Alpha of Alfred University had developed one. All had their merits. As the result of the meeting of representatives of Beta Pi Kappa and Keramos in the spring of 1931, four committees were appointed to prepare proposals for adoption a year later. One of the four, the Committee on Name and Ritual was chaired by W. S. Watts of Ohio State and a member of the Ohio (Beta) Chapter of Keramos.

Prior to the merger meetings of February 8-10, 1932, each of the above committees rendered their reports and recommendations to each of the four chapters. Of the available records, the only one bearing on the proposed ritual for the merged fraternity was that of the Illinois Chapter. "The members expressed the opinion that the pledge in the initiation ceremony had a trifle too much of a religious aspect for a fraternity of this kind."

Adoption of the Beta Pi Kappa Ritual. Surprisingly the minutes of merger Convocation¹³ make no mention of a Ritual. However, Greaves-Walker's *History of Keramos, 1902-1952*⁹ contains the statement, "The new constitution and bylaws are patterned after those of Beta Pi Kappa as was the new Ritual (p.5)." On p. 2 of the same document, "A copy of the original Ritual was kept by A. F. Greaves-Walker and was used by the North Carolina Chapter when the fraternity (Beta Pi Kappa) was reactivated in 1925 at North Carolina State College." Thus, the Ritual adopted by the consolidated Keramos was essentially that of the original (1902-06) Beta Pi Kappa. It was continued in use without change except for variations in the "lecture" until 1964 or a period of 32 or 62 years depending upon which base is selected. Either makes quite a phenomenal record. This does not mean there has not been some unhappiness with this venerable document.

Chronology of Proposed Changes.

1932 — Shortly after adoption it was determined that it was not suitable for honorary members.

1935 — President F. L. Steinhoff⁹ announced the need for revision and appointed Treasurer S. R. Scholes to investigate the possibility of a revision.

1937 — The Secretary and Herald were to consider revisions and

President J. H. Koenig requested suggestions from the chapters. Only one chapter responded.

1958 — President Koenig again asked for suggestions from the chapters setting a deadline. No response.

1959 — Revisions still a matter of discussion by the Executive Council. President Mueller asked Herald Mitchell to work on it.

1960 — Spring — Herald Mitchell submitted a revision. It was accepted as a provisional Ritual. The Pennsylvania Chapter used it for an initiation ceremony at the 1960 Convocation. It contained some elements of the original Keramos Ritual but going on an adaptation of the biblical story of the Tower of Babel. Copies were distributed to chapters for trial.

1961 — Washington Chapter used the Mitchell Ritual at an initiation at the 1961 Annual Meeting. The chapter was complimented by Mitchell. Chapters again requested to use and submit recommendations.

1962 — The Ohio Chapter submitted recommendations, the only chapter to do so.

1963 — The Ohio Chapter submitted a revised Ritual recommending distribution to chapters.

1964 — With some modifications, the "Official Ritual" was prepared by Secretary W. J. Smothers and copies were sent to all chapters.

1977 — Probably in view of the increase in women in the student body and Fraternity membership, the Washington Chapter submitted a modification which was intended to remove the masculine dominance.

Certainly this is not the end — more changes seem to be just over the horizon. What this author cannot understand is why the national officers kept pushing when it was quite obvious that the chapters, judging from their lack of response, were not really interested.

FINANCES

Chapters. Local chapters of Keramos operate independently with respect to finances as well as programs and projects. One source of their income is from initiation fees for new members. Each chapter may determine the amount levied (see Bylaws, Article XII, Section D), usually \$10.00 (in the mid-70's), \$5.00 of which is transmitted to the National Treasurer via the General Secretary. Chapters may use an annual dues collection system as a means of funding chapter projects. Some chapters had ongoing fund-raising projects such as soft drink vending machines, coffee/donut sales, T-shirt sales, etc. Each local may apply for a grant of \$100.00 per year from the National Officers for special activities.

Each year the Board of Directors provides each local chapter with an allowance to cover the cost of travel for one delegate to attend the Student Conference and/or Convocation. Student members are also able to purchase reduced-rate annual banquet tickets.

National. Funding for general activities of the Fraternity has come from two major sources: a portion of the initiation fee (currently \$5.00) of each new member (except Honorary Members), and voluntary annual

dues payments from alumni members. Some additional income is derived from contributions from alumni members, but this has been minimal.

Donations from alumni members provided support for the national mailing of the Keragram during the late 50's and 60's. Solicitation for these donations (minimum of \$2.00 per year) were made through the Keragram. A "subscription" of \$2.00 per year for the Keragram was approved in an April, 1967, national business meeting. An amendment to the Bylaws was made at the Biennial Convocation, April 23, 1968, to set alumni dues at \$2.00 per year.

Owing to increases in costs and activity, Keramos began utilizing the American Ceramic Society billing for collection of alumni dues. This billing method proved to be very successful. The dues were increased in 1971 to \$3.00 per year and have remained at that level. Those Keramos members who are also members of the American Ceramic Society may pay dues through ACS headquarters at the time of their annual billing. Others pay dues directly to the General Secretary in response to notices in the Keragram.

Fraternity Bylaws (Article V, Section 5) provide for an assessment to be levied on each member in case of a financial emergency. Fortunately, this provision has never had to be exercised.

Keramos is truly a non-profit organization in that annual expenses almost always are equal to total income.

Tax Exempt Status. Based on the efforts of James I. Mueller, in particular, Keramos was granted exemption from Federal Income Tax under section 501 (c)(7) of the Internal Revenue Code of 1954 on March 3, 1965. Such exemption requires the Fraternity, both the national organization and each local chapter, to file a tax return each year, but provides for the receipt of contributions and dues to an educational organization permitting tax deductions to the donors.

KERAMOS-NICE RELATIONSHIP

As stated earlier in the Professional Recognition section, Keramos leadership, during the late 30's, was largely responsible for the birth of the Institute of Ceramic Engineers (later NICE). The problems of professional recognition gradually became a mission of NICE and, as a consequence, there has been little Keramos involvement.

The professionalism of ceramic engineers and scientists has been a continuing topic of discussion at Keramos national meetings and within certain chapters. Through the last 20 years there has been much talk of Keramos-NICE cooperative programs on professionalism but no action steps have resulted.

An example of these discussions is taken from the meeting minutes of the Executive Council of Keramos on May 18, 1959, in Chicago with J. Mueller, Kriegel, Scholes, Mitchell, Koenig and Smothers in attendance. "The problem of unionism vs. professionalism as it pertains to ceramic engineers was discussed. The place of Keramos and of the Institute of

Ceramic Engineers in such a program was considered. Stress on the professional aspects should be given consideration in the revision of the Ritual and the Constitution."

Since Keramos is a professional organization for undergraduates (actives) and NICE is a professional organization for practicing ceramic engineers, it is logical to seek a working relationship within both organizations.

A good example of a successful cooperative effort was the high school laboratory experiment kit. Keragram Vol. 20, No. 3, (December 1976) reports: "With the cooperation of the National Institute of Ceramic Engineers, Keramos has embarked upon a major project to develop kits for high school and junior high school laboratory experiments relating to ceramics as a means of acquainting students with the field. NICE has agreed to award prizes of \$200, \$100, and \$50 for the best kits developed, and Keramos is the vehicle through which the kits will be initiated and judged." — "Both NICE and Keramos feel that this program is of significant importance in acquainting students in junior high schools and high schools with the ceramic industry. Entries will be accepted through the end of March, 1977. Models of the experiments will be judged and exhibited during the annual meetings of NICE, Keramos, and the ACS in Chicago in April, 1977."

REFERENCES

- ¹ Constitution of Keramos, Article I, Sec. 3, Adopted February 10, 1932.
- ² Articles of Incorporation of Keramos, a Non-Profit Corporation, State of North Carolina, signed in testimony W. Wurth Kriegel (National Vice President of Keramos), Nancy Fields Fadum (attorney) and Janie F. Wilder (secretary), March 1960.
- ³ Masthead of Keragram 6 (6) 1 (May 27, 1963).
- ⁴ G. C. Robinson, "Purposes and Functions of Keramos" Keragram 9 (5) 3-5 (April 4, 1966).
- ⁵ Ralston Russell, Jr., "Keramos in Transition," Keragram 12 (6) 2-4 (April 10, 1969).
- ⁶ Constitution of Keramos, Article IV. Section 2, adopted February 10, 1932.
- ⁷ Keramos, Professional Ceramic Engineering Fraternity Bylaws, Article XIII, Section 6(a).
- ⁸ William Bridgewater and Seymour Kurtz, Editors, The Columbia Encyclopedia, 3rd Edition, Columbia University Press, New York and London, 1963, pp. 493-94.
- ⁹ A. F. Greaves-Walker, The History of Keramos, 1902-1952, Edwards Brothers, Inc., Ann Arbor, Michigan, 1952, p. 4.
- ¹⁰ Minutes, Executive Council Meeting, May 17, 1959.
- ¹¹ Minutes, Illinois Chapter Keramos (handwritten, bound ledger volume), Ceramic Engineering Department, University of Illinois, 1914-1934.
- ¹² C. E. Parmelee, Personal Communication through James A. Nelson, June 13, 1973.
- ¹³ Minutes of the Merger Convocation of Keramos and Beta Pi Kappa Professional Ceramic Engineering Fraternities, Washington, D.C., February 8-10, 1932 (A. F. Greaves-Walker, Secretary Pro Tem).

PUBLICATIONS

In the preceding section titled *Other Problem Areas* and its subsection *Communications* some of the problems of keeping the chapters on the same wavelength as the national office and officers were related. By the same token, the chapters want to keep some bond, tenuous though it may be, with their alumni members. The simplest way seems to be through some sort of a publication.

CHAPTER PUBLICATIONS

As far as available records show only three of the chapters, Illinois, Missouri and Ohio, have ever instituted a news publication.

From available copies it was determined that the Illinois Chapter's *Keramos News* began in the fall of 1928 and continued to December 1931. There appear to have been two issues, of four pages, each of these years. It was mimeographed, obviously student-typed stencils; and carried news of the members. It seemed to have terminated with the merger.

Only two issues of the Ohio Chapter's newsletters have been located and these from the Illinois Chapter records. The earlier, entitled *Keramos* c. January, 1930 and the second named *Keramosia*, c. June 1930, gave breezy news of students, professors, etc., obviously intended for their own amusement and information to alumni members.

The third is *The Mud Slinger*, a joint publication by the Missouri Chapter and Missouri's student branch of the ACS. This bouncy, irreverent, four to six page newspaper-magazine began in the fall of 1947 being antedated by the chartering of the chapter by a scant three summer months. Several issues were published each semester. It continues to churn the mud, delighting the fortunate recipients, especially those who are Missouri Chapter alumni.

Both the Illinois and Ohio chapter news sheets make interesting reading, even nearly a half a century after their publication, particularly if one can recognize names that have become prominent since then. It is a shame that they were abandoned. Conversely, the editors of the Missouri chapter publication deserve much credit for continuing. Perhaps other chapters can follow in their footsteps.

NEWSLETTERS

There do not appear to be any premerger publications of either the "National" Beta Pi Kappa or *Keramos*. After the merger several generally distributed publications were issued; only one has survived to this day, the *Keragram*.

Keramos Newsletters. There were only five of these. All were written by A. F. Greaves-Walker.^o Suiting his purpose they were variously titled, all were released in the spring of each year and, except for the first, were intended to create interest in the upcoming annual meeting. All were mimeographed.

Title	Date	Purpose
<i>Keramos Alumni Newsletter</i>	c. Feb. 15, 1932	Information of merger
<i>Special Message from Keramos</i>	Jan. 1, 1935	Summary of active committees, advertize Annual Meeting.
<i>Keramos Newsletter</i>	Feb. 1, 1936	Generate interest in 1936 Convocation.
<i>Keramos Newsletter</i>	Feb. 15, 1937	Report on status of Certified Engineering Annual Meeting.
<i>Keramos Newsletter</i>	March, 1938	Report on status (battles won), Annual Meeting.

Keragram. Volume I, number 1, was dated February, 1958. The first item, titled *Why Keragram* explained, "At the ... meeting ... at Dallas, Texas, chapter delegates expressed the need for closer working relations between chapters and the chapters and the Executive Council." "In furtherance of these expressed aims, it is felt that the establishment of *Keragram* carrying news, items of interest and general instruction as the need arises, will foster a closer association between all active members." That first issue consisted of only two "Ditto" pages and the year had only two issues. The writer is pleased to acknowledge that, as General Secretary, he conceived and named the *Keragram*. Obviously succeeding editors and publishers have greatly enhanced its quality, size and distribution. The March 27, 1963, issue was the first to be mailed to alumni members. It flourishes at the age of 21 years. At the time it was thought that the *Keragram* was a completely new idea for Keramos. That was before the old copies of Greaves-Walker's *Keramos Newsletters* were found. "There is no new thing under the sun."

PROCEDURAL MANUALS

The first such document for Keramos was published in the fall of 1941. This consisted of a single sheet prepared by Lane Mitchell°. What it lacked in length was made up in the title, *Letter of Instruction to Chapter Secretaries of Keramos from the Grand Secretary*. That was before he served as a Naval Officer and learned about Standard Operating Procedure (SOP).

The next attempt to codify procedures was made by Kriegel° during his tenure as Grand Secretary. It was titled, "Standard Procedures — 1957" and was much more detailed than Mitchell's. It grew out of the need to establish better avenues of communications within the fraternity. Revised editions are published as need arises. The most recent was September, 1975.

ROSTERS AND DIRECTORIES

No record of any comprehensive roster for either Beta Pi Kappa or the original Keramos has been found. As has been reported earlier, the records of the original (Ohio 1902-06) Beta Pi Kappa had been lost and, with the passage of time, many of the names also. The Keramos resulting from the 1932 merger had little to build on in the way of a comprehensive directory.

The 1935 Directory. Immediately after the completion of the merger the Fraternity's first Grand President, A. F. Greaves-Walker, began pushing his fellow grand officers to get the four chapters to submit the names of their members so national numbers could be assigned and a complete roster of membership established. This should not have been too difficult.

The original Keramos (Alpha), though established in 1914-15, had kept excellent records. Probably the whereabouts of many alumni had been lost. The Ohio (Beta) chapter was instituted in 1925. Beta Pi Kappa was reactivated at North Carolina State the same year and the New York Chapter installed in 1928. Yet Greaves-Walker, in his Grand Herald's biennial report for 1934-36, wrote "Practically the entire year of 1934 and half of 1935 was devoted to gathering the necessary information for the Keramos Directory which was published during the past summer (1935)." Its full title, *Membership Directory of Keramos*, was published in mimeograph form July 15, 1935. It comprised 34 pages and contained names, addresses, etc., of 340 members, only about 74% of the known total of approximately 460. As result of a plea to the membership to help make possible a more complete directory to be published at some unspecified time, 140 additional members responded resulting in 96% complete. Strangely only two of the original Beta Pi Kappa are found in the roster. One can only speculate about these matters.

Rosters of 1940 and 1944. Preserved in the Fraternity's records is an original typing of "Keramos Membership Directory as of February 5, 1940." The format and information is essentially the same as the 1935 Directory. It contains 600 names which represents 92.3% of the total number members of initiated to that time. The missing 7.7% can be accounted for as deceased. The typescript was ready for publication, though this was never accomplished.

In 1944 an updated typescript directory was prepared by or under the direction of Grand Secretary Paul G. Herold°. This directory contained 850-860 names. Inasmuch as the nation was immersed in World War II, the ceramic engineering departments were largely closed down and the chapters inactive, there seems to have been no intent to publish. The available copy appears to have been made for the use of the grand (national) officers and not for publication.

The 1953 Roster. The minutes of the 1948 Convocation show that Past Grand President R. F. Sherwood° suggested that a new directory of Keramos be issued. The membership had reached 1,061, or more than twice that of 1935. The suggestion "was taken under advisement by the

Executive Council and the North Carolina Chapter volunteered to do the work." During the fall of 1948, the Council decided to proceed under the plan that the chapters would furnish their information to the North Carolina Chapter for preparation into manuscript form. Past Grand President F. L. Steinhoff, publisher of Industrial Publications, Inc., offered to have his organization publish the roster in the magazine *Ceramic Industry* and to hold the type for subsequent publication in booklet form.

Optimistically it was expected to have completed the project not later than the spring of 1950. However, at the (April 24) 1950 Convocation, the North Carolina Chapter reported that "this (the Roster) is quite an undertaking and as yet not all chapters have turned in complete rosters." Early in the fall of 1951 typescript copy was forwarded to *Ceramic Industry*. Serious omissions were discovered resulting in another round of reviews. At this time, it was decided that the 1950 and 1951 initiates should be inserted. Also, Steinhoff designated J. J. (Jerry) Svec (Illinois Chapter '27), Assistant Publisher, to take charge of the project.

In February, 1952, the Fraternity's Golden Anniversary year, the manuscript copy was forwarded. Publication began in March and finally a 66 page booklet titled "Roster of Keramos Fraternity 1953" printed by *Brick & Clay Record* and *Ceramic Industry* was released. It contained the names of 1550 members listed alphabetically by chapters. Under each name was given the degree(s) and awarding institution(s), year of initiation, and mailing address.

Preparing this roster turned out to be an enormous job for the students. Special acknowledgement and credit was given to the members of the North Carolina Chapter. All of the "actives" of all of the chapters deserve a special commendation for a job well done.

Subsequent Rosters. Periodically the General Secretary undertakes to bring the Fraternity's roster up to date. A notable effort was made in 1963 when J. I. Mueller^o held that position. Since then the effort is more of a continuing operation. No publication has been attempted since that of 1953.

PROMOTIONAL BOOK

As anyone associated with ceramic engineering education well knows, the inadequacy of promotional literature on the field has been a continuing problem. During the period 1958 to 1961 an effort to provide a promotional book was made by the Executive Council. Minutes and a letter are reported to document this effort.

April 27, 1958, Minutes Executive Council and Faculty Advisors, Pittsburgh, Pennsylvania. "Mueller (J. I.) suggested that Keramos allocate a sum of \$500 toward the writing of a book to be placed in high school libraries. Mitchell and Scholes both indicated that they were working on a book but they had no idea when it might be completed. Koenig^o (President) appointed a committee consisting of Mueller, Mitchell and Scholes^o to discuss this matter and report later to the Executive Committee (Coun-

cil). He asked that chapter advisors Russell° (OSU), Frechette (Alfred), and Robinson° (Clemson) attend this meeting."

April 27, 1958, Second Executive Council Meeting. "Mueller reported that the Committee (above) recommended that the Executive Council — authorize the expenditure of \$500 for the writing of a book describing the field of Ceramics. The Committee further recommended that the entire publication might be considered an appropriate project for the Keramos Fraternity."

May 17, 1959 Executive Council Meeting Minutes. "The manuscript is nearly completed and was examined by some of the members of the Council. The book could be considered an expansion of the ceramic brochure now available rather than a text book. The question was raised whether or not Keramos should underwrite the publication cost. — " If 5,000 were printed, page size 5 1/2 x 8 1/2, 120 pp of which 20 pp would be illustrations, the cost of a paperback edition would be 40 per copy (\$2,000); reruns at 25¢. Figures by Mueller from a Seattle firm. The book would be distributed mainly to high schools, and it was suggested that local ceramic industries might support this venture in their area — the cost of printing could thus be reclaimed by Keramos. Should be a not-for-profit undertaking. Smothers moved and Kriegel seconded underwriting — passed, Mitchell abstaining. It was decided the manuscript needed considerable editing and could be circulated among Executive Council before final manuscript was approved for printing. Copyrights were to be assigned to Keramos.

April 24, 1960, Executive Council Meeting, Philadelphia, Pennsylvania. "Mueller reported that illness of the author has prevented completion of the book on ceramics which is being sponsored by Keramos. He has shown the partial manuscript to Navias and others who have made helpful suggestions."

January 30, 1961, Letter, Past President J.I. Mueller to Members of Executive Council. Transmittal of revised manuscript prepared by Barbara Guild for the Keramos book on ceramics. Requested reading and comments. "Miss Guild has styled her writing to hold the interest of the junior-senior high school student." "The artist is currently working out roughs of art and photos. ... We should have concrete plans on this within a month. We plan to have this work follow the format of the Ceramic Brochure so that the relationship will be readily observed."

The Keramos book on ceramics was never published.* Agreement could not be reached among the Executive Council members probably because of two basic issues: Some members felt that a professional writer such as Barbara Guild, who was not schooled in ceramics, should not be involved in the preparation of this book. Also, at this time, Scholes and Mitchell were in the process of writing somewhat similar books. Mitchell's book, "Ceramics: Stone Age to Space Age" was published in 1963.

* The complete manuscript is in the National Herald's files.

HISTORIES

Two unpublished early histories were written by A. F. Greaves-Walker, and these manuscripts are in the national Herald's files. The 50-year History of Keramos by Greaves-Walker was published in 1952. The importance to Greaves-Walker of the timely recording of history is evident in his Grand Herald's Biennial Report 1934-1935 written April 1, 1936:

"It was anticipated that an up-to-date history of Keramos would be completed during the biennium. Lack of time has prevented this but such a history will be forthcoming during the next two years."

"While histories may seem unimportant to those who have seen the beginning of such an organization as ours, they do take on importance for future generations. Accurate information should be obtained and filed before the older members begin to drop out of the picture and while important events are still fresh in mind."

Early Histories. The "History of Beta Pi Kappa," professional ceramic engineering fraternity was written by A. F. Greaves-Walker in c. 1932. This double-spaced, three-page document was never published and it appears its main purpose was to provide a record in the files of national officers, chapters and Grand Herald.

"The History of Keramos" (1902-1940) by A. F. Greaves-Walker was likewise never published, but this 14 page, double-spaced document was the foundation for the first published history in 1952. In a letter to the Grand President and members of the Executive Council, dated September 2, 1939, Greaves-Walker, then Grand Herald, provides us with some of his thoughts on the importance of historical documents and the use of members' names when writing a fraternity history:

"You will find enclosed a history of Keramos for which I have been gathering data for several years past. I have included all the information available and am sending it around so that any additional information any of you may have can be added."

"In reading it over I must admit that my name apparently appears too many times but I am leaving it to you to make any such corrections. I have used all the names I could obtain as my experience with fraternities has been that in the matter of histories the student members are always more interested in them than they are in events."

"In preparing this history I felt we should put some record on file while those of us who remembered names, dates and events were alive. This is especially necessary in the case of the early history of Beta Pi Kappa."

"I suggest we have a number of copies made and bound and distribute these to the files of the secretary's office, the grand officers who are interested in having a copy and one to each of the Chapters. A number of copies should be preserved for distribution to new Chapters which may come in later."

The 1952 History. This first published "History of Keramos" was

authored by Greaves-Walker and lithoprinted by Edwards Brothers, Inc., Ann Arbor, Michigan in 1952. This 12-page Keramos History has been a familiar reference to active and alumni fraternity members for the past 25 years.

The Present Offering. The above-mentioned early histories and "The History of Keramos" (1952) have been important building blocks for this 75-year biographical history. As mentioned in the Foreward to this exceedingly lengthy offering, we have been able to draw on many other resources in presenting this people-oriented history. Hopefully, future historians of Keramos will not be burdened with recapping the first 75 years!

RECOGNITION

The section, *Professional Recognition*, covers the official recognition by others of the Keramos Fraternity and the ceramic engineering profession. This section covers the fraternities' efforts to recognize the individuals and chapters that have made contributions to Keramos and the ceramic engineering profession.

THE INDIVIDUAL

The awards for individuals have been four in number:

1. Honorary Membership from the chapters.
2. Honorary Membership of the Grand Chapter.
3. The Greaves-Walker Roll of Honor.
4. Keramos Award for Distinguished Service.

The Honorary Membership from the chapters was the only award established through the national bylaws. All others were initially set up by the Board of Directors.* Only the Award for Distinguished Service was brought before the delegates at a convocation.

Honorary Membership from the Chapter. Both of our ancestor fraternities employed this device. According to Greaves-Walker's° History of Keramos¹ the original Ohio State Chapter elected Prof. Edward Orton, Jr.°, to Honorary Membership in Beta Pi Kappa in 1904. The original Keramos, at their second formal meeting, elected Professors Ray Stull° and Ralph Hursh° as honoraries in 1915. Our first available written record is in the 1932 Constitution and Bylaws. Quoting from the latter:

Article III Membership

Section 6 —

"The honorary membership shall be composed of those on whom the Fraternity wishes to confer a distinctive honor for attainments in the field of ceramics. A chapter may elect as honorary members, with the approval of the Executive Council, those who have made notable contributions to ceramic science, in arts or industry, providing however, that a chapter may not elect more than one honorary member each school year."

The above was superseded with the adoption of the 1960 Incorporation and Bylaws as amended in 1964. The amended Bylaws read as follows:

Article IV Membership at Large

Section 2 —

"The classes of membership shall be as follows:
(f) Honorary

* The present Board of Directors was officially named "The Executive Council" prior to the adoption of the 1960 Articles of Incorporation and its accompanying bylaws. Often this body was referred to as "The Executive Committee" and as "The Grand Chapter."

Section 3 —

“Classes of membership are defined as follows:

(f) Honorary — A membership conferred on those persons whom the Fraternity wishes to recognize for their attainments in the field of ceramics.”

Article XIII

Chapters

Section 6 —

“The eligibility and admission of classes of members to chapter shall be as follows:

(h) Honorary members - after securing the approval of the Board of Directors, a chapter may elect as honorary members those persons who have made notable contributions to ceramic science; provided, however, that a chapter may not elect more than one honorary member each fraternity year. The chapter shall request approval of the Board of Directors of any individual desired to be elected to honorary membership by the chapter. After securing this approval a chapter may elect the individual as an honorary member and individual will be notified of such election by the chapter president.”

Honorary Member of the Grand Chapter. *Minutes of the Grand Chapter of Keramos (Chicago, Illinois, April 21, 1954):*

“Mueller (J.I.)° moved, Scholes° seconded, that a memorial (to the memory of A. F. Greaves-Walker) award be made annually at the meeting of the American Ceramic Society. Motion passed.

“A discussion was held as to the type of memorial to be made. It was informally decided that the recipient not be limited to Keramos membership and that if the recipient was not a member, the Grand Chapter should proffer him an honorary membership in the Fraternity.

“Grand President Beckemeyer° appointed the following committee for this award: Brothers Mitchell°, Herold°, Dodd°, Andrews°, and Steinhoff°.”

From the Minutes of the Executive Committee (Netherland Plaza Hotel, Cincinnati, Ohio, 8:00 a.m., April 25, 1955):

“After a discussion of the activities of the founders of Keramos it was suggested that some recognition be made to those living. A motion was made by Dr. Kriegel° and seconded by Dr. Koenig° that Mr. R. K. Hursh be made an honorary member of the Grand Chapter. This motion was approved unanimously and the secretary was directed to obtain a certificate for presentation to Mr. Hursh. The secretary was also directed to prepare a news release of this to the various publications. Information on his background can be obtained from Dr. Andrews. It was felt that the Executive Committee should consider a similar action each year.”

From the Minutes of the 1955 Keramos Business Meeting (4:25 p.m., same day):

“He (Gr. Pres. Beckemeyer) announced the election of R. K. Hursh as

the first honorary member of the Grand Chapter. Mr. Hursh acknowledged this honor with a short talk."

The press release can be found in the American Ceramic Society Bulletin vol. 34, p. 200, 1955.

No record has been found of prior discussion to the following copied from the minutes of the Executive Council and faculty advisors' meeting, Dallas, Texas, May 6, 1957.

"4. Motion by J. Mueller. Expenses of Grand President be authorized to present the certificate of Honorary Member of the Grand Chapter to Dr. Scholes."

Later that day, Minutes of the Keramos meeting:

"4. The Executive Committee approved Samuel P. Scholes as an Honorary Member of the Grand Chapter. His initiation certificate was shown to the group."

The third recipient of an Honorary Membership by the Grand Chapter was Mrs. Edward Orton, Jr. The following quotes constitute our obviously incomplete record:

Letter, R. J. Beals° (National President) to the Board of Directors:

"I propose to the Board of Directors that the Grand Chapter of Keramos Fraternity initiate into membership (Honorary) Mrs. Edward Orton, Jr. I further propose that this be accomplished on Sunday afternoon, April 21, 1968, in Chicago."

The above was apparently approved by the Board because in a letter from J. I. Mueller, General Secretary to the Board he notes the final arrangements. Further, an after-the-fact announcement is found in the A.C.S. Bulletin.

Greaves-Walker Roll of Honor. It is evident that the Roll grew out of the Honorary of the Grand Chapter and the desire to create a memorial to Greaves-Walker. The latter was first expressed in the minutes of the 1954 Convocation. Greaves-Walker was on his way to attend that meeting when he died of a heart attack.

Minutes, 1954 Convocation:

"The Grand President (Paul Herold) requested that all chapters consider suitable memorials and send their recommendations to the new President. Several suggestions were made at this time, including a commemorative plaque to be placed in the new A.C.S. ceramic building, an annual Greaves-Walker Award for the best senior thesis and others."

The next use of Greaves-Walker's name was in connection with the Chapter Award (see below).

Minutes of the Board of Directors' meeting, April 21, 1961:

"Motion: It was moved by Mueller (J.I.) and seconded by Smothers° that the Board of Directors establish the Greaves-Walker Roll of Honor. Senior members of Keramos who, by nature of their long and honorable service to the Fraternity, may be elected to this Roll by the Board of Directors upon nomination by any member in good standing. The motion was carried unanimously.

"Motion: Mitchell moved and Mueller seconded that S. R. Scholes be elected to the Greaves-Walker Roll of Honor retroactive to the date he was elected an honorary member of the Grand Chapter of Keramos. The motion was unanimously approved.

"Motion: Mueller moved and Smothers seconded that C. M. Dodd be elected to the Greaves-Walker Roll of Honor at the 1962 Convocation. The motion was unanimously approved."

From a letter Kriegel (Grand President) to Directors Keramos, February 23, 1961: "Greaves-Walker Award: Since I have not taken any action on this award, I think it too late to announce it this year. I apologize for my negligence. Also, in view of the recently announced A. F. Greaves-Walker NICE award, a delay might be desirable."

Minutes, Board of Directors' meeting, April 23, 1977: "General criteria for the Award were reviewed. It was agreed that service to the fraternity should be of major importance and that the Award would be granted at the discretion of the Board with no necessity of making an award each year."

The award to Scholes was given the effective date of 1957. The next one to Dodd in 1962. The third to Andrews in 1964. Since then an award has been made each year with the exception of 1968 when Mrs. Orton was made an Honorary Member of the Grand Chapter. All of the awardees are listed in Appendix II of this history.

Keramos Award for Distinguished Service. On several occasions the chapters have submitted names of candidates to the Board of Directors for Honorary Membership wherein the candidates "contribution to ceramic science" or "attainments in the field of ceramics" was considered not to be in keeping with the criteria for Honorary Membership. In most of these cases the candidates had performed outstanding service to the chapter in a non-ceramic engineering function.

At the May 6, 1978, Board of Directors meeting in Detroit, the question of Honorary Membership for Mrs. Mary Brown, a candidate from the Iowa Chapter, was raised. Quoting from the minutes:

"...approval was denied. ... It was agreed, however, that the Board of Directors will present some kind of 'Distinguished Service Award' to Mrs. Brown in recognition of her many years of dedicated service to the Iowa Chapter. The General Secretary will arrange for the preparation of some kind of trophy to this end. It was also agreed that a local 'recognition award,' generated by the individual chapters, would be appropriate for use as they desire."

And on May 9, 1978, the Board of Directors established the following guidelines for the Distinguished Service Award:

"Chapters should be notified of the award and procedures for handling it via the Keragram. Ground rules for the award were agreed to as follows:

- 1) The awards should be initiated by local chapters based on a high degree of consensus within the chapter;
- 2) The main criterion for the award should be 'exemplary service to the

(local) chapter;'

3) One award per year should be the maximum;

4) Chapters should submit the information on the candidates proposed for the award prior to the notification of the individuals concerned so that Board approval can be obtained in advance;

5) Presentation certificates (plaques) will be prepared for presentation by local chapters.

6) In general, the new awards will be handled in a manner similar to that currently in use for Honorary Members.

7) The general Secretary will keep a registry of award recipients and arrange for them to receive all member mailings of the Keragram."

THE CHAPTER

Outstanding Chapter Award. Initiated by the Executive Council in 1961, this award, more than any other single factor, has provided the basis for year-around competitive spirit in carrying out chapter activities and projects. The Outstanding Chapter Award winners, by year, are listed in Appendix I of this history. The following Executive Council minutes highlight the formation of this award.

Meeting of the Executive Council, April 24, 1960: "Scholes raised the question whether awards by the Executive Council might create chapter incentive. After some discussion (J.I.) Mueller moved that the Greaves-Walker Award be established which will take the form of a plaque on which the name of the winning chapter would be engraved each year. The excellence of the chapter in fulfilling the purpose of Keramos, as judged by the Executive Council, will be the basis of the award. This excellence would be judged on the basis of information furnished in the annual chapter report and shall cover the period between April 1 and March 21. The report shall be submitted with six copies to the Grand Secretary not later than April 10. The award will be accompanied by a cash award of fifty dollars* to the winning chapter. The award will be made first in 1961 for the work done in 1960-61. Scholes seconded the motion which passed.

Minutes, Board of Directors' Meeting, April 23, 1961: "The Secretary was instructed to procure a plaque suitable for ten years service to be awarded to the chapter judged to have won it because of the quality and quantity of their activities during the year. Dr. W. W. Kriegel was designated to prepare the material to be engraved upon the plaque and agreed to accept this responsibility. *Comment:* The plaque has been ordered. It is designated in the Burr, Patterson and Auld 1961 catalog as P211-3 with dimensions 10 1/2 in. x 16 in. and is quoted at \$31.20."

The above are not the only attempts to establish a chapter award. Going back in history (c. 1932) a letter from J. L. Carruthers to A. I. Andrews discussed three prizes for engineering design problems. Rather detailed rules, etc., were drawn up. Prizes for that time were rather

* Neither the name was used nor the cash ever awarded. W.W.K"

generous: \$100 plus publication in the J.A.C.S., 2nd at \$50 and 3rd at \$25. Apparently this never got off the ground.

In January, 1938, Greaves-Walker was promoting a contest for pledges patterned after the then existing Tau Beta Pi contest.

Also about this time efforts were made to get some kind of competition going with reference to research activities.

None of the above seem appropriate today. In fact they were not appropriate then because they never materialized.

REFERENCES

¹A. F. Greaves-Walker, *The History of Keramos, 1902-1952*, Edwards Brothers, Inc., Ann Arbor, Michigan, 1952, 12 pp.